

Adopted: March 13, 2001

**ACADEMIC SENATE  
Of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, CA**

**AS-557-01/EC  
RESOLUTION ON  
STATUS OF CFA-CSU CONTRACT NEGOTIATIONS**

- 1 WHEREAS, The California State University (CSU) has imposed its contract on the faculty of the CSU  
2 at the conclusion of the last two rounds of contract negotiations; and  
3
- 4 WHEREAS, The current Faculty Merit Increase (FMI) program has been a major point of disagreement  
5 between the CSU and the California Faculty Association (CFA) in contract talks; and  
6
- 7 WHEREAS, After a thorough hearing of both sides, independent arbitrator Richard B. Danehy issued a  
8 Fact Finder's Report that stated the FMI program "appears to be ill conceived and poorly  
9 administrated"; and  
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- 11 WHEREAS, The current procedures for retention, tenure, and promotion (RTP) already constitute a  
12 recognized merit system; and  
13
- 14 WHEREAS, The salaries of the faculty of the CSU remain below the average salaries of those faculty  
15 of the CPEC comparison institutions, even though there have been substantial increases in  
16 the CSU compensation budget for the past three years; and  
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- 18 WHEREAS, Low salaries, high faculty workload and continual contract disputes, together with  
19 California's high cost of living, have seriously hampered the ability of the CSU to recruit  
20 and retain good faculty; and  
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- 22 WHEREAS, The CFA and the CSU are about to begin a new series of negotiations for a successor  
23 contract; therefore, be it  
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- 25 RESOLVED: That the Academic Senate of Cal Poly urge the administration of the CSU to abandon the  
26 current FMI program; and be it further  
27
- 28 RESOLVED: That any future system of rewards be based on the existing RTP and peer review  
29 processes; and be it further  
30
- 31 RESOLVED: That criteria for "rewards" in any merit pay program be made explicit with published  
32 expectations for each campus and for each level of evaluation (i.e., departments,  
33 department chairs, deans, provosts, and presidents); and be it further  
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- 35  
36 RESOLVED: That the Academic Senate of Cal Poly strongly urge that CFA and CSU work together to

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conclude contract negotiations in a timely and appropriate manner that will not impair the efforts to recruit and retain new faculty.

Proposed by: Academic Senate Executive Committee

Date: January 30, 2001

Revised: February 5, 2001

Revised: February 28, 2001

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**Memorandum**


SEP 24 2001

SAN LUIS OBISPO  
CA 93407

ACADEMIC SENATE

To: Unny Menon  
Chair, Academic Senate

Date: September 19, 2001

From:   
Warren J. Baker  
President

Copies: Paul Zingg  
Deans  
Department Heads/Chairs  
Mike Suess

Subject: Response to Academic Senate Resolution AS-557-01/EC  
Resolution on Status of CFA-CSU Contract Negotiations

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The subject resolution has been received. The position of the Academic Senate regarding contract negotiations is duly noted and appreciated. I join the Senate in its efforts to encourage negotiations on a successor collective bargaining agreement to be concluded in a timely manner. I have conveyed our jointly held position to the Chancellor and his staff. While it is recognized that some provisions of the Faculty Merit Program need modification, the legal process to resolve such differences must occur through bilateral negotiations between the California Faculty Association and representatives of the Board of Trustees.

Please express my appreciation to members of the Academic Senate for sharing its view on this matter.